



COUNTY OF LOS ANGELES DEPARTMENT OF HUMAN RESOURCES

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MICHAEL J. HENRY
DIRECTOR OF PERSONNEL

September 30, 2005

To: Each Supervisor

From: Michael J. Henry 
Director of Personnel

Subject: **HUMAN RESOURCES STATUS REPORT ON KING/DREW MEDICAL CENTER (KDMC)**

This status report reflects information as of September 29, 2005. Please keep in mind that this information changes daily and, therefore, the information in this report is a snapshot in time.

DISCIPLINE

Overall, since January 2004, we have taken disciplinary actions against 320 employees at KDMC. Of this number, 163 actions have resulted in discharges, releases or resignations. A total of 40 disciplinary actions have been taken against physicians and 32 physicians have been discharged or resigned.

Since our last report, we have closed 19 cases and have opened 6 additional cases. As a result, our open caseload is currently 74 (detailed summary information is contained in Attachments I and II). The above average closure rate reported this week is as a result of our ongoing joint effort with DHS to improve the "Skelly" meeting process.

There are two new physician cases. One involves an allegation of failure to follow procedures regarding medical records and the other involves incompatible outside employment. In the matter involving incompatible outside employment, my staff worked directly with KDMC Medical Administration and placed the physician on immediate suspension pending investigation, upon notice of the allegation. The physician submitted a letter of resignation the following day.

RECRUITMENTS

Four new Staff Nurses hired for the Medical Surgical Unit have successfully completed background and medical clearances and are scheduled to start on October 3, 2005. The next RN Interview Day is scheduled for Wednesday, October 5, 2005, from 10:00 am to 3:00 pm in the Nurse Recruitment and Retention Center at KDMC.

If you have any questions, please call me.

MJH:STS
SBH:ck

Attachments

c: David E. Janssen
Thomas L. Garthwaite, M.D.
Ray Fortner
Violet Varona-Lukens
Fred Leaf
Kae Robertson
Hank Wells

G:KDMCSTATUSMEMO 9/30/05 Final

**KDMC HUMAN RESOURCES/PERFORMANCE MANAGEMENT
ADMINISTRATIVE ACTIONS STATUS REPORT - TABLE**

Period: 01/26/04 - 09/29/05

Dated: 9/29/2005

Closed Cases -	609
Open Cases -	74
Referred Cases -	14
Grand Total =	697

TYPE OF ADMINISTRATIVE ACTION	Medical Staff ¹	Ancillary ² Medical Staff	Nursing Staff ³	Pharmacy Staff	All Other Staff	TOTALS
<u>Formal discipline:</u>						
Discharges	9	1	23	0	17	50
Discharges of Probationers	0	4	5	0	6	15
Suspensions (6 - 30 Days)	2	10	37	3	15	67
Suspensions (1 - 5 Days)	4	6	20	1	13	44
Reprimands	5	1	20	2	10	38
Warnings	0	1	1	3	3	8
Resignations in Lieu of Administrative Action	18	7	24	6	7	62
Release of Temporary Employee	9	1	20	0	5	35
Medical Release	0	0	0	0	1	1
Subtotal	47	31	150	15	77	320

TYPE OF ADMINISTRATIVE ACTION	Medical Staff ¹	Ancillary ² Medical Staff	Nursing Staff ³	Pharmacy Staff	All Other Staff	TOTALS
Non-Disciplinary ⁴ Corrective Actions	21	7	31	43	26	128
Total Actions Taken	68	38	181	58	103	448

- ¹ Includes: Physician series; Physician's Assistant; and Nurse Practitioners
² Includes: Surgical Technicians; Medical Technologists; etc.
³ Includes: Nurse series; Licensed Vocational Nurse; Nursing Attendant
⁴ Includes: Counseling; Effective Notices to Correct Performance; Reassignments; etc.

**KDMC HUMAN RESOURCES / PERFORMANCE MANAGEMENT
ADMINISTRATIVE ACTIONS STATUS REPORT – MEDICAL STAFF**

Period: 01/26/04 – 09/29/05

Dated: September 29, 2005

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
<u>Formal Discipline:</u>				
Discharges	7	2	0	9
Discharges of Probationers	0	0	0	0
Suspension (6 - 30 Days)	1	1	0	2
Suspension (1 - 5 Days)	3	1	0	4
Reprimands	4	1	0	5
Warnings	0	0	0	0
Resignations in Lieu of Administrative Action	16	1	1	18
Release of Temporary Employee	9	0	0	9
Medical Release	0	0	0	0
Subtotal	40	6	1	47

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
Non-Disciplinary Corrective Actions	19	1	1	21
Total of Action Taken	59	7	2	68